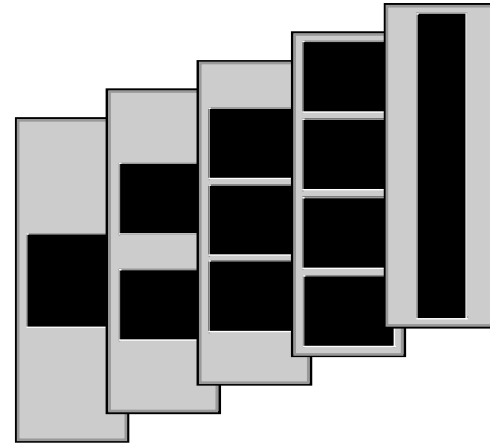


U.S. Army Recruiting Command



Warrant Officer Recruiting Briefing



U.S. Army Recruiting Command

www.usarec.army.mil/warrant

Briefing Agenda

Warrant Officer Recruiting Mission

Definition of a Warrant Officer

Opportunities and Benefits

Education and Training

Application and Processing



Warrant Officer Recruiting Mission

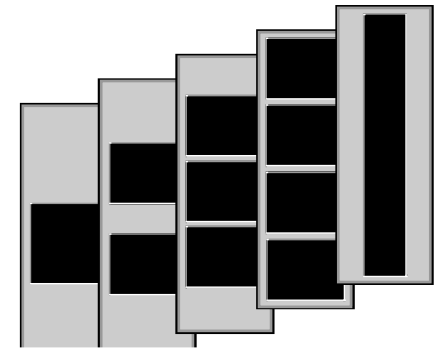
The United States Army Recruiting Command
is charged with recruiting highly qualified
applicants to serve as Army warrant officers



U.S. Army Recruiting Command

www.usarec.army.mil/warrant

Who applies to become a Warrant Officer?



Applicants who want to make a difference

Applicants who want to advance their careers

Applicants who want to stay in their career fields

**Applicants who want better retirement pay for
family**

**Applicants who have the technical capabilities to
do more**



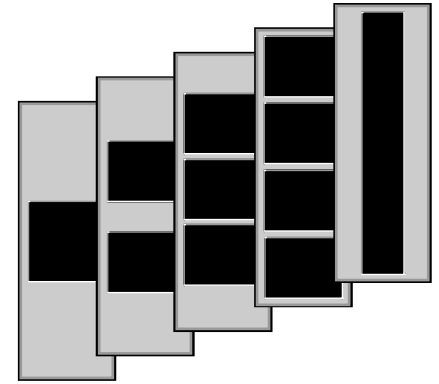
Soldier



U.S. Army Recruiting Command

www.usarec.army.mil/warrant

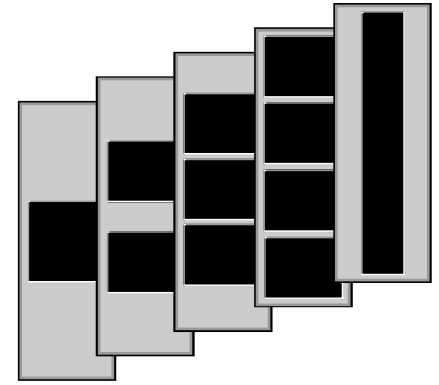
Definition of a Warrant Officer?



Warrant officers are highly specialized, single-track specialty officers who receive their authority from the Secretary of the Army upon their initial appointment. (Para A-3, Field Manual 22-100)



What will you be as a Warrant Officer!



U.S. Army Recruiting Command

www.usarec.army.mil/warrant

Opportunities and Benefits

Better Pay and Retirement

Faster Promotion Potential

Technical Training and
Education

Extended Career Path

Challenging Assignments

Perform Core Duties Longer

Small Elite Corps

Makes up 2% of the Army
and 15% Officer corps



44 Recommendations:

- 9 July 04 Basic Branch change & CW5 Insignia Change
- Save pay effective 9 July 04
- WOCS changes
- Targeted pay raises



U.S. Army Recruiting Command

www.usarec.army.mil/warrior

Retirement Pay Comparison

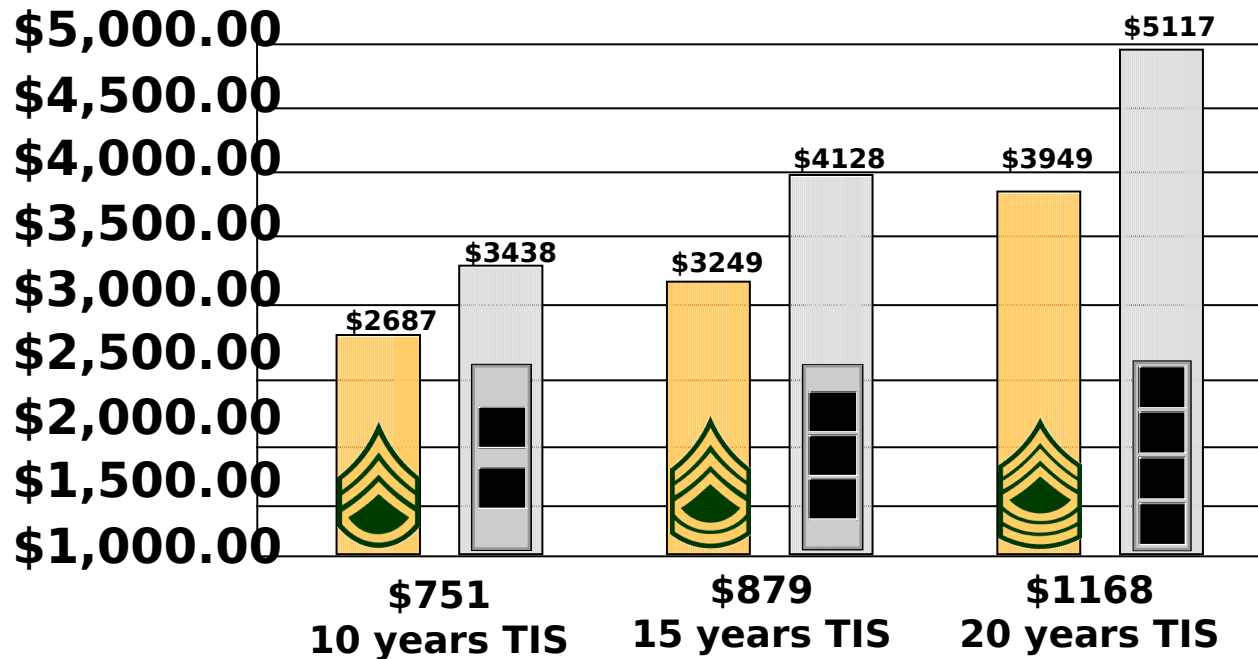
*Based on January 2005
pay scale (High III)*

SFC	20	\$1556 (50%)	\$473
CW3	20	\$2029 (50%)	
MSG	24	\$2281 (60%)	\$668
CW4	24	\$2949 (60%)	
SGM	30	\$3531 (75%)	\$600
CW5	30	\$4131 (75%)	



Warrant/NCO Base Pay Comparison

Based on Jan 2005 Pay Scale



Snapshot

**E-5 vs W1 at 6 years TIS =
Approximate \$705.00**

**E-6 vs W1 at 8 years TIS = Approximate
\$420.00**

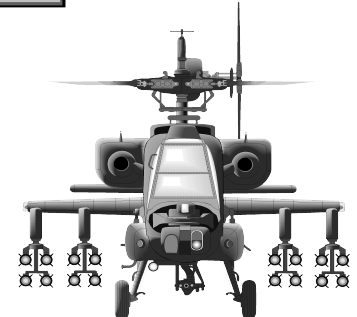


U.S. Army

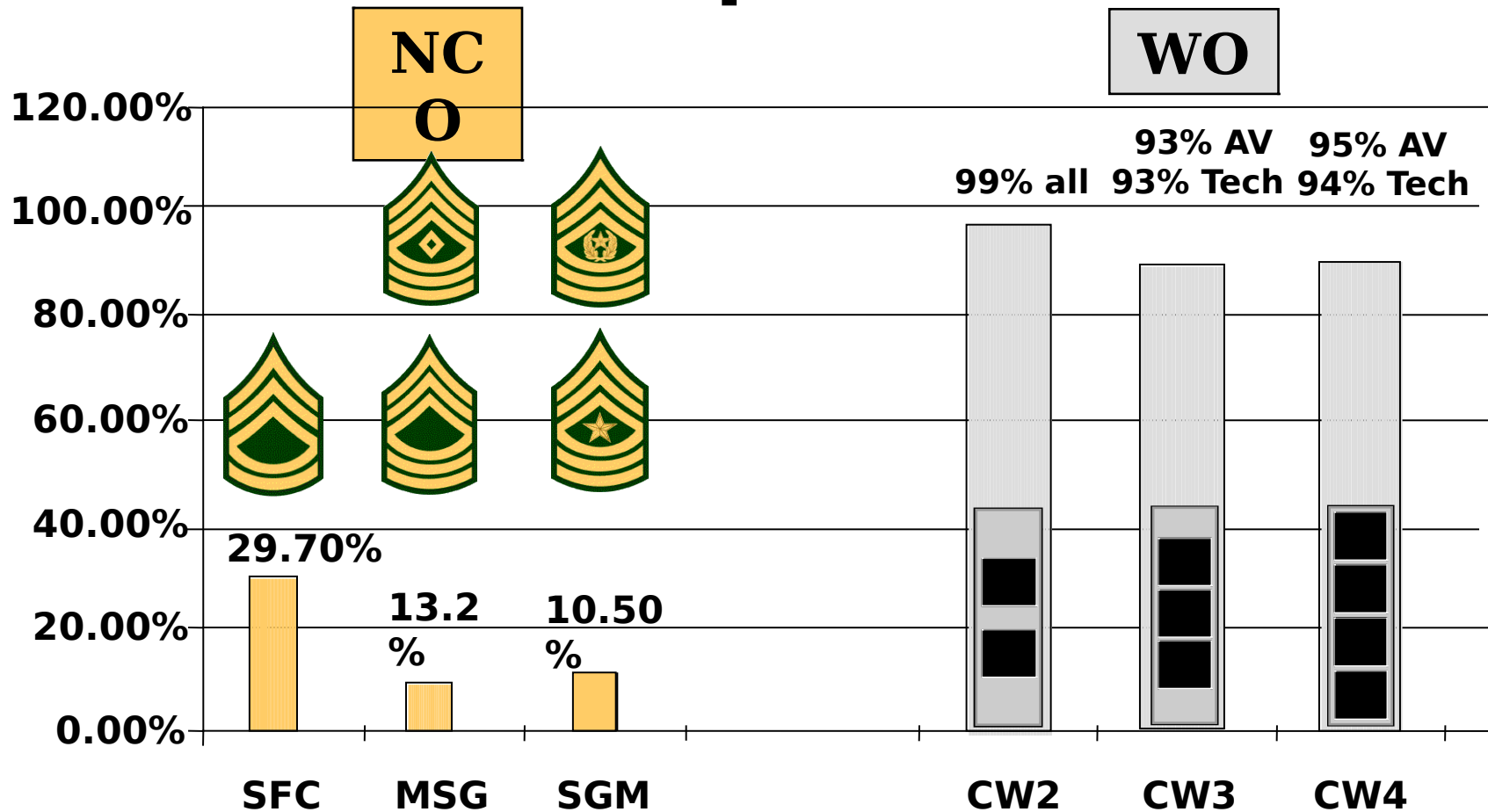
ec.army.mil/warar

Flight Pay

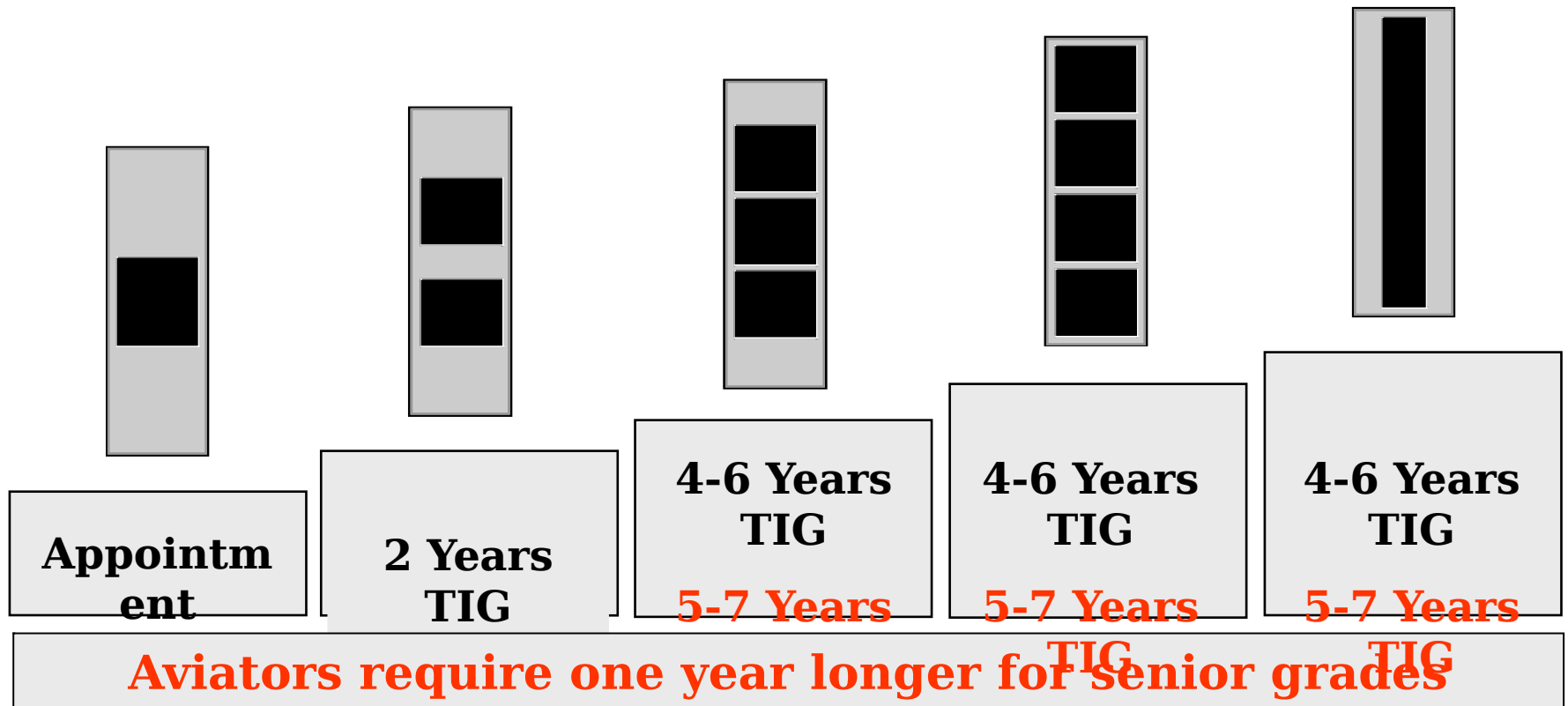
Years of Aviation Service	Monthly Rate
2 or less	\$125
Over 2	\$156
Over 3	\$188
Over 4	\$206
Over 6	\$650
Over 14	\$840



NCO and WO Promotion Comparison



Warrant Officer Promotions



Training and Education

Maintain G.I. Bill benefits

Maintain tuition assistance (TA) benefits

Maintain E-Army U (if already enrolled)

Degree Completion Program

Senior Service College selection/Combined advanced
civil schooling

Logistics Management College, VA (LEDC/FIT program)

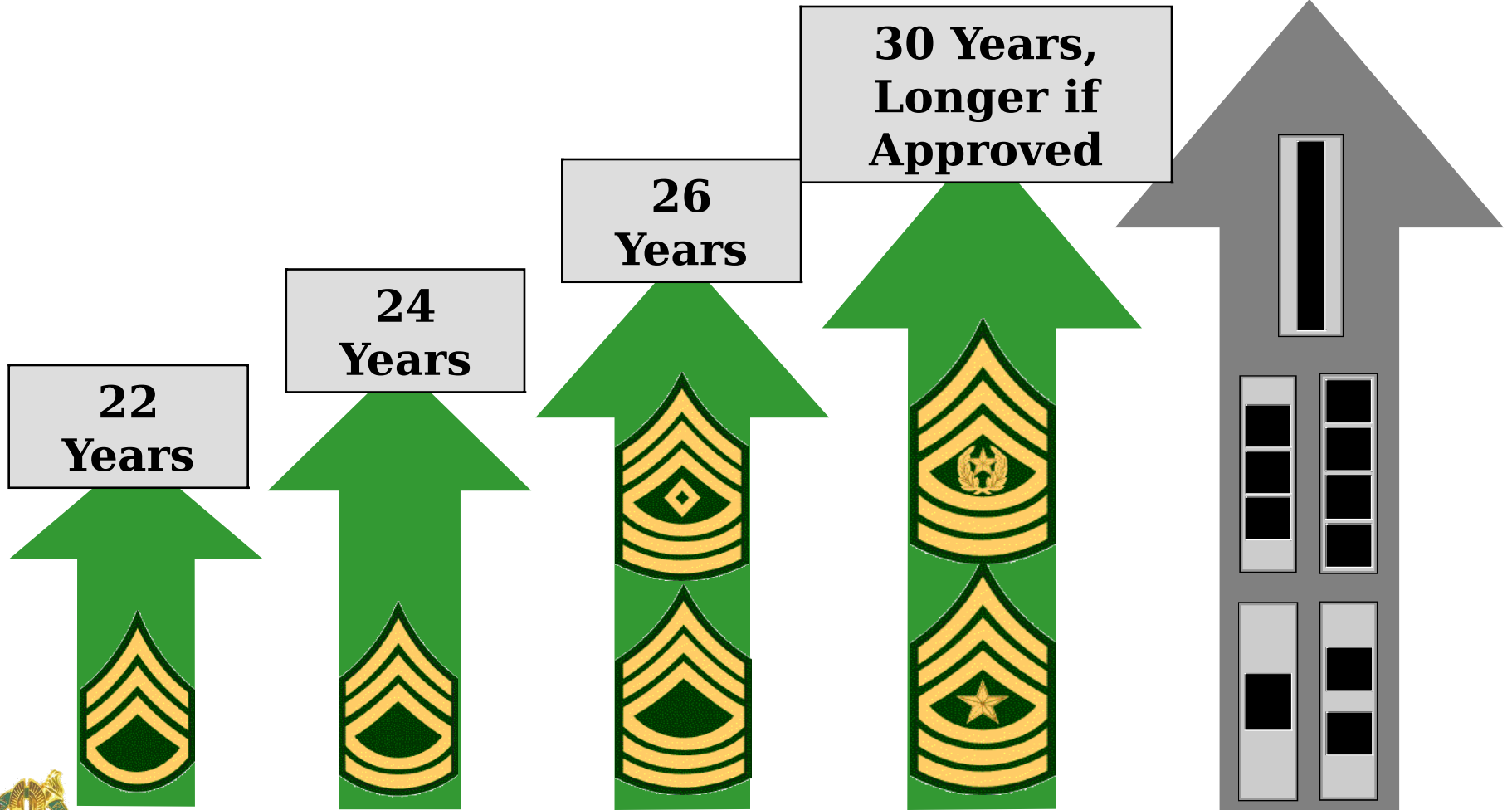
Naval Post Graduate School, MD (XP Course cooperative)

Joint Military Intelligence College, DC

Army Management Staff College, VA



Extended Career Path



U.S. Army Recruiting Command

www.usarec.army.mil/warrior

Assignment Opportunities

White House Communications Agency

White House Fellowship eligibility

Training-with-Industry (TWI)

(Motorola, General Dynamics, TRW)

Army Accessions Command
(TRADOC/USAREC)

Pentagon and Department of the Army

TAFT assignments (Technical Assistance
Field Team)



U.S. Army Recruiting Command Australia, Egypt, UAE and other locations www.usarec.army.mil/warra

Making the Transition

Education System

Candidate School

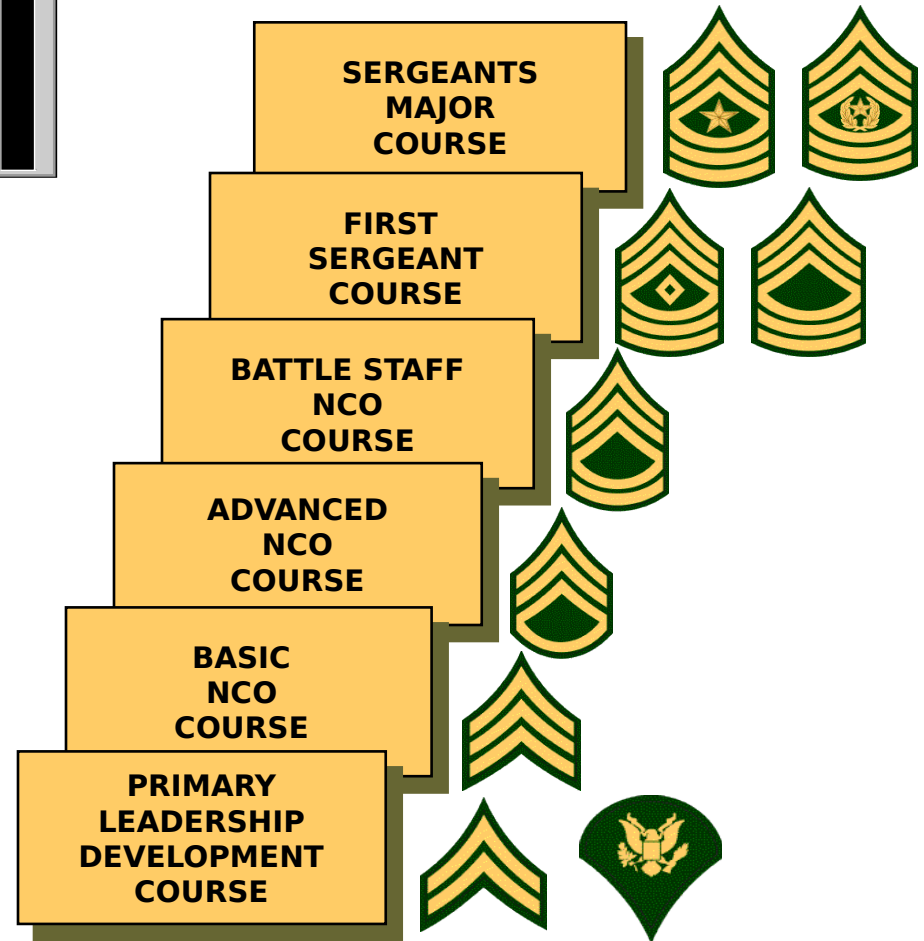
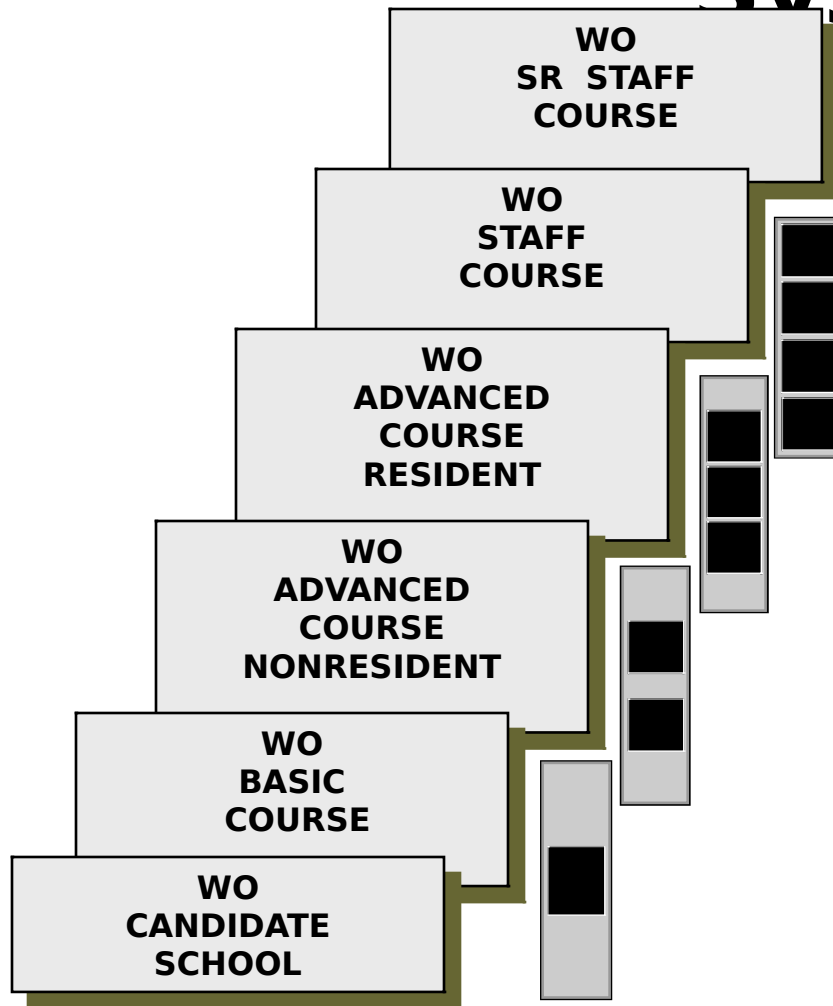
Basic Course



U.S. Army Recruiting Command

www.usarec.army.mil/warra

Warrant Officer Education System



Warrant Officer Candidate School

Fort Rucker, Alabama

6 Weeks (plus 4 days prep time)

Website: <http://www.leavenworth.army.mil/wocc>

Purpose

Leadership Potential

Self Discipline

Attention to Detail

Time Management

Professional Development

Leadership

Communication

Management

Ethics



U.S. Army Recruiting Command

www.usarec.army.mil/warra

Warrant Officer Candidate School

Demanding Environment

MENTAL

Limited Personal Time

Exacting Standards

EMOTIONAL

Unfamiliar Environment

Anxiety of the Unexpected

PHYSICAL

Long, Full Days

Daily PT



A Day in the Life of a Candidate

Time	Time
Activity	Activity
0535-0542 - Wake-up	1430-1720 - Academics
0545-0645 - PT	1730-1820 - Counseling
0645-0730 - Hygiene	1830-1915 - Dinner
0730-0745 - Inspection	1915-2015 - Inspection time
0745-0820 - Breakfast	2015-2115 - Study Hour
0830-1220 - Academics	2115-2215 - Co Clean-up
1230-1320 - Lunch	2215-2245 - Hygiene
1330-1420 - Counseling	2245-0535 - Lights Out



Warrant Officer Basic Course

Provides MOS Technical and Tactical Certification

Permanent Promotion to WO1



Signal



Military
Intelligence



Ordnanc
e



Transportation



Quartermast
er



Special
Forces



Judge
Advocate



Field
Artillery



Adjutant General



Military
Police



Air Defense
Artillery



Aviatio
n



Enginee
r



U.S. Army Recruiting Command

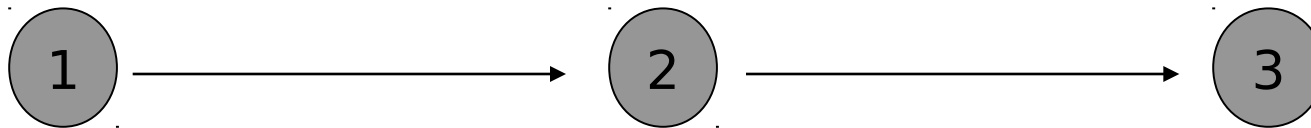
www.usarec.army.mil/warrant

Application and Procedures

Process and Where to Start
Regulatory Requirements
Application
Letters of Recommendation
Waiver Process
Selection Board
Questions



Application Process Guidance



- Visit the web site
- Verify qualifications
- Download checklist
- Download forms

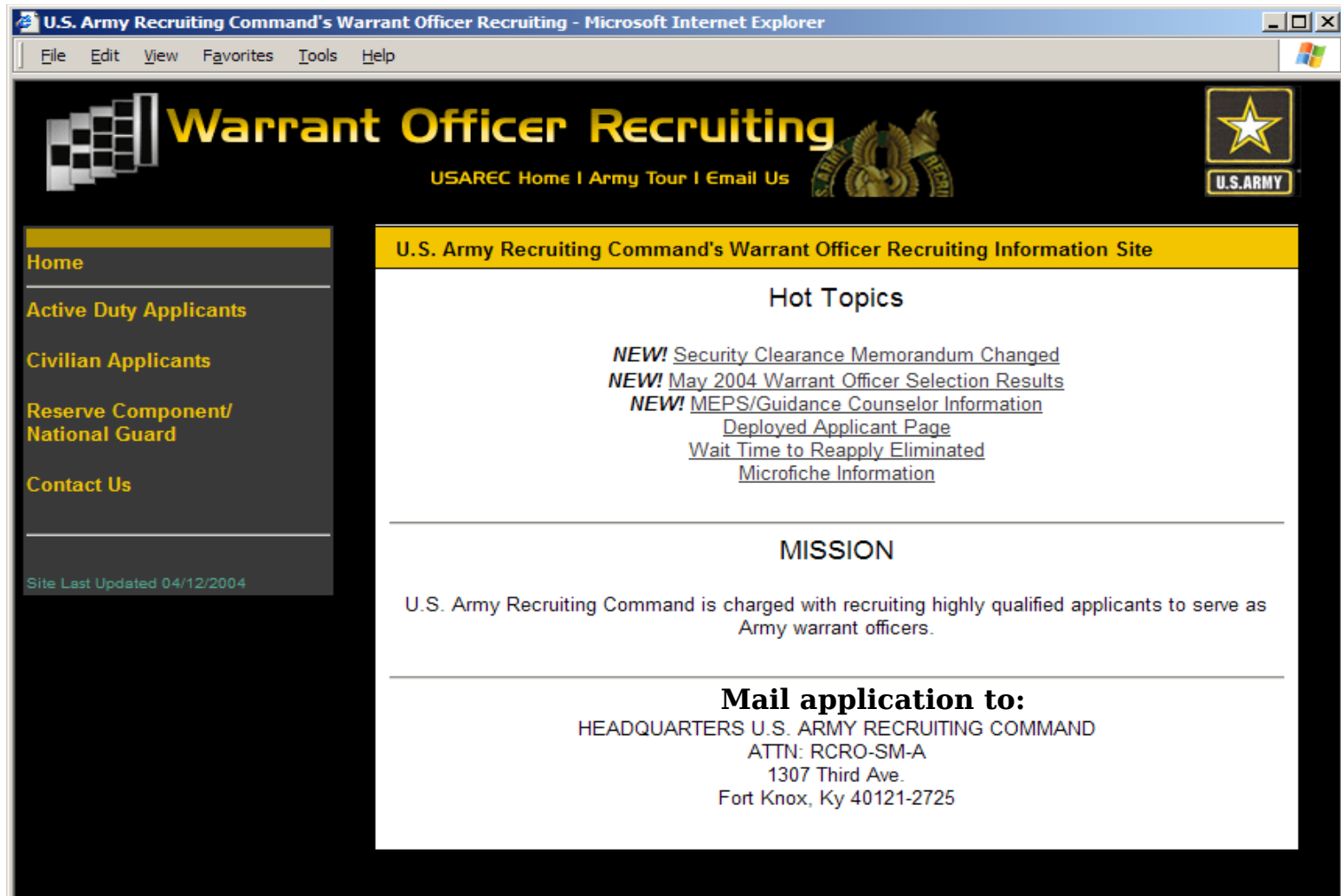
- Schedule Physical
- Schedule interviews
- Schedule exams
- Gather paperwork

- Mail application to USAREC
- Follow-up status on web site



Where to Start

WWW.USAREC.ARMY.MIL/WARRANT



The screenshot shows a web browser window titled "U.S. Army Recruiting Command's Warrant Officer Recruiting - Microsoft Internet Explorer". The address bar shows "WWW.USAREC.ARMY.MIL/WARRANT". The website has a black background with yellow and white text. The main header features the "Warrant Officer Recruiting" title in large yellow letters, with "USAREC Home | Army Tour | Email Us" below it. A U.S. Army star logo is in the top right. A left sidebar contains navigation links: "Home", "Active Duty Applicants", "Civilian Applicants", "Reserve Component/ National Guard", and "Contact Us". The main content area has a yellow header "U.S. Army Recruiting Command's Warrant Officer Recruiting Information Site". Below this is a "Hot Topics" section with several news links, including "NEW! Security Clearance Memorandum Changed", "NEW! May 2004 Warrant Officer Selection Results", and "NEW! MEPS/Guidance Counselor Information". A "MISSION" section follows, stating the command's role in recruiting warrant officers. At the bottom, a "Mail application to:" section provides the address: "HEADQUARTERS U.S. ARMY RECRUITING COMMAND, ATTN: RCRO-SM-A, 1307 Third Ave., Fort Knox, Ky 40121-2725". A footer note says "Site Last Updated 04/12/2004".

U.S. Army Recruiting Command's Warrant Officer Recruiting - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Warrant Officer Recruiting

USAREC Home | Army Tour | Email Us

U.S. ARMY

Home

Active Duty Applicants

Civilian Applicants

Reserve Component/
National Guard

Contact Us

Site Last Updated 04/12/2004

U.S. Army Recruiting Command's Warrant Officer Recruiting Information Site

Hot Topics

NEW! [Security Clearance Memorandum Changed](#)

NEW! [May 2004 Warrant Officer Selection Results](#)

NEW! [MEPS/Guidance Counselor Information](#)

[Deployed Applicant Page](#)

[Wait Time to Reapply Eliminated](#)

[Microfiche Information](#)

MISSION

U.S. Army Recruiting Command is charged with recruiting highly qualified applicants to serve as Army warrant officers.

Mail application to:

HEADQUARTERS U.S. ARMY RECRUITING COMMAND
ATTN: RCRO-SM-A
1307 Third Ave.
Fort Knox, Ky 40121-2725



U.S. Army Recruiting Command

www.usarec.army.mil/warrant

Email Opt-In Popup Window

WWW.USAREC.ARMY.MIL/WARRANT

The screenshot shows a web browser window titled "U.S. Army Recruiting Command's Warrant Officer Recruiting - Microsoft Internet Explorer". The address bar shows "Warrant Officer Recruiting - Entry Survey - Microsoft Internet Explorer". The page has a dark background with yellow text. The main heading is "Warrant Officer Recruiting" in large yellow font. Below it, in smaller yellow font, is "First Time Visitor? Please take the time to tell us more about you." To the left of the heading is a small graphic of a checkered flag. Below the heading, in yellow text, is "If you have already filled out this survey please click [here.](#)". The survey form consists of four questions, each with a yellow label and a white input field or dropdown menu. The questions are: 1. "What is your first name?" with a text input field. 2. "What is your last name?" with a text input field. 3. "Gender?" with a dropdown menu showing "Male". 4. "What is your enlisted occupational specialty?" with a text input field. 5. "What is your current pay grade?" with a dropdown menu showing "E-1". On the left side of the browser window, there is a vertical navigation menu with links: "Home", "Active Duty", "Civilian App", "Reserve Con", "National Gu", and "Contact Us". On the right side, there is a "Go" button and a "U.S. ARMY" logo. The status bar at the bottom shows "Done" and "Internet".

U.S. Army Recruiting Command's Warrant Officer Recruiting - Microsoft Internet Explorer

Warrant Officer Recruiting - Entry Survey - Microsoft Internet Explorer

Back

Address

Home

Active Duty

Civilian App

Reserve Con

National Gu

Contact Us

Site Last Update

Done

Internet

U.S. ARMY

Warrant Officer Recruiting

First Time Visitor? Please take the time to tell us more about you.

If you have already filled out this survey please click [here.](#)

1. What is your first name?

What is your last name?

2. Gender?

Male

3. What is your enlisted occupational specialty?

4. What is your current pay grade?

E-1



Program Overview

WWW.USAREC.ARMY.MIL/WARRANT

U.S. Army Recruiting Command's Warrant Officer Recruiting - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Warrant Officer Recruiting

USAREC Home | Army Tour | Email Us

U.S. ARMY

Home

Program Overview

Packet Download Area

- Complete Application
- Checklist
- Deployed Page
- Memorandums
- Forms
- Regulations

General Information

- Application Status
- Board Results
- Board Schedule
- Briefing Schedule
- Warrant Officer MOS List
- Links
- FAQs

MEPS Information

Contact Us

Site Last Updated 01/28/2004

Program Overview

Steps to Determine Eligibility for the Warrant Officer Program

The following information will assist you in determining eligibility and submitting your application.

General Information On The Warrant Officer Program

Warrant Officers are technical and tactical leaders who specialize, throughout an entire career, in a specific technical area. The Army Warrant Officer Corps comprises less than three percent of the total Army. Although small in size, the level of responsibility is immense and only the very best will be selected to become Warrant Officers. Benefits include extended career opportunities, worldwide leadership assignments, and increased pay and retirement benefits.

Non-Army Personnel - A joint service agreement allows service members who are selected for this program to be discharged from their component and enlisted in the Army. Applicants must apply for this program while on active duty and must have two years remaining on their enlistment contract; civilians must contact their local Army recruiter. Applications are forwarded from the individual to Headquarters United States Army Recruiting Command, USAREC. After screening, the application is forwarded to the appropriate proponent who evaluates the applicants' technical experience and determines if the applicant is qualified to compete against other qualified applicants for the limited warrant officer positions. Applications from those who are not technically qualified will be returned to the applicant without further processing. Further requirements for Non-Army personnel are listed below under "Additional Requirements For Non-Army Personnel".

A selection board will consider fully qualified applications. Selection is highly competitive and board members select applicants based upon the whole person concept. Leadership and technical abilities will be evaluated and only the best qualified will be selected.

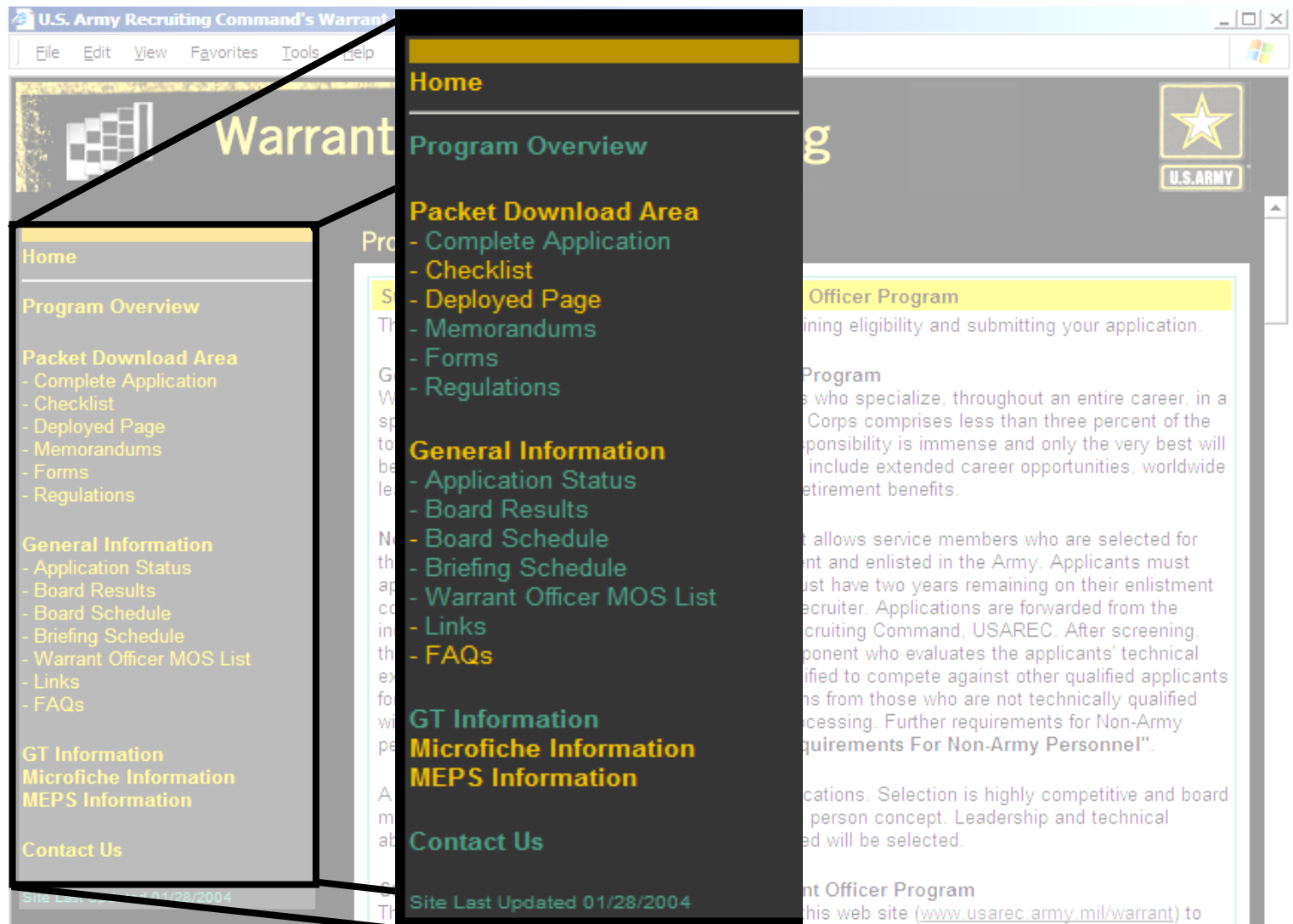


U.S. Army Recruiting Command

www.usarec.army.mil/warrant

Menu Overview

WWW.USAREC.ARMY.MIL/WARRANT



The image shows a screenshot of the U.S. Army Recruiting Command's Warrant Officer Program website. A black menu overlay is positioned in the center, listing various navigation options. The website background features a header with the U.S. Army logo and a star, and a main content area with text about the program. The menu overlay includes sections for Home, Program Overview, Packet Download Area, General Information, GT Information, Microfiche Information, MEPS Information, and Contact Us. The website footer indicates the site was last updated on 01/28/2004.

U.S. Army Recruiting Command's Warrant Officer Program

Home

Program Overview

Packet Download Area

- Complete Application
- Checklist
- Deployed Page
- Memorandums
- Forms
- Regulations

General Information

- Application Status
- Board Results
- Board Schedule
- Briefing Schedule
- Warrant Officer MOS List
- Links
- FAQs

GT Information

Microfiche Information

MEPS Information

Contact Us

Site Last Updated 01/28/2004



U.S. Army Recruiting Command

www.usarec.army.mil/warrant

Regulatory Requirements

Administrative Requirements

US Citizen

GT Score - 110 or Higher

High School Graduate or GED

Have a Secret Security Clearance

Can Apply With Interim SECRET Clearance

Pass Standard 3-Event APFT

Can have Exception to Policy for Alternate Events in some cases

Pass Appropriate Physical Exam



Warrant Officers

Aviator

Any MOS can Apply

Qualifying AFAST Score (90+)

Less than 32 years old by board convene
date

Pass a Class 1A flight physical
(Vision Note: 20/50 or better)

Technician

Usually SPC or higher Appointment prior to age
46 (36 SF)

Most require BNCOC

Appropriate Qualifying Physical

Prerequisites are determined by proponents (web
site) www.usarec.army.mil/warrant



The Application

Checklist

MILPO Letter

DA Form 61

HT/WT & APFT Statement

DA Form 160

Waivers

Moral

Prerequisite, Age, and AFS

Statement of Understanding

Secret Clearance Statement

Resume

DA Photo

Physical

Must have HIV test results

Drug and Alcohol Test

Conditional Release

Reserves & Other Services

ERB (*Enlisted Record Brief*)

College Transcripts

Microfiche (Follow Directions)

Letters of Recommendation

Aviation Only

DA Form 4989-R (Flight Training Form)

DA Form 6256 (AFAST Form from Test Center)



U.S. Army Recruiting Command

www.usarec.army.mil/warrior

Letters of Recommendation

Letters must not be older than **Twelve Months**

If using former Commander - we recommend having current Commander review packet!

Maximum of three letters of recommendation will be accepted:

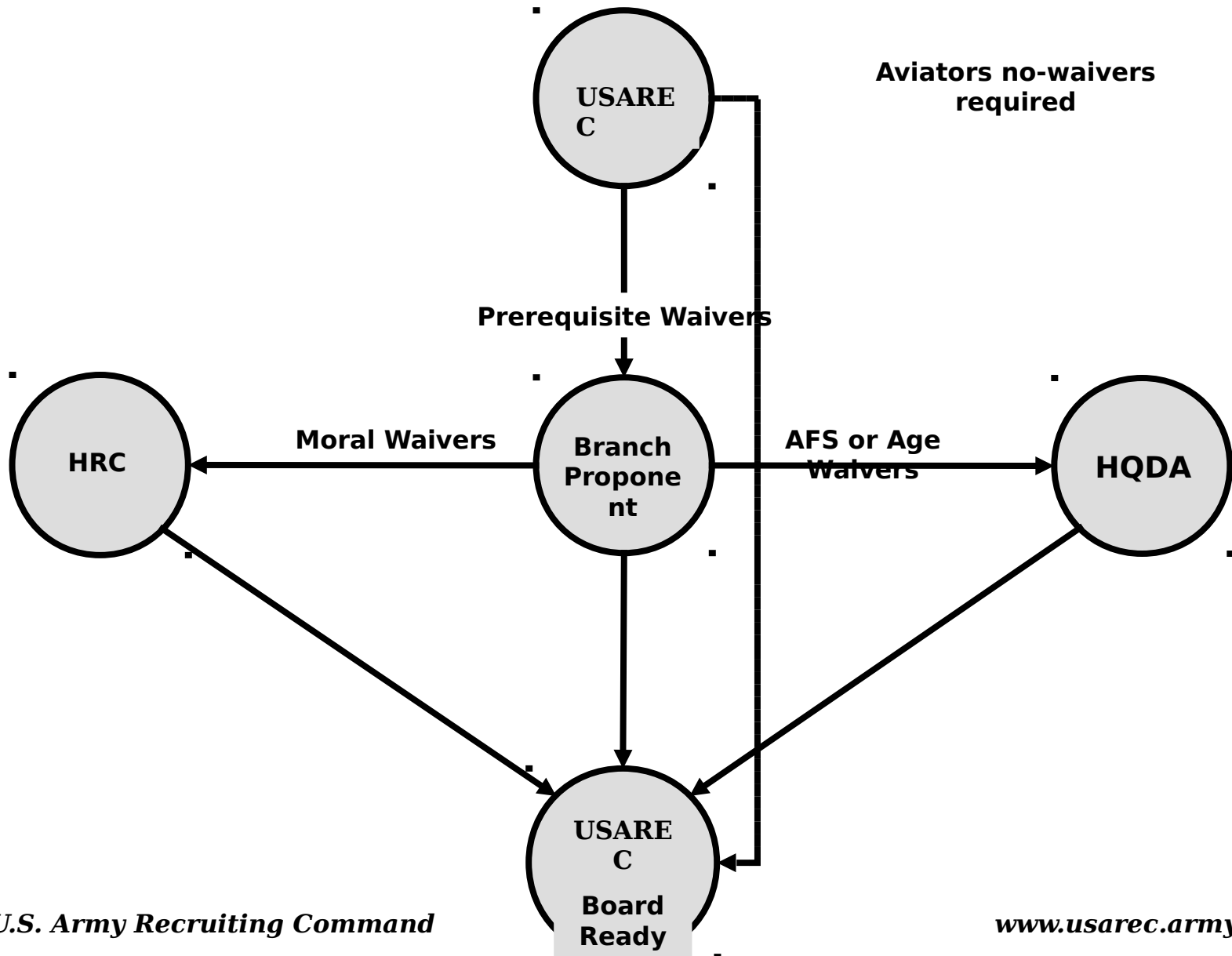
Company (or first UCMJ level) Commander

Battalion (or second UCMJ level) Commander

Senior Warrant Officer (SWO) may be required



Waiver Process



Reserve Component Applicants

Applicants from any National Guard or Reserve Component may apply for the active duty program

Technician applicants apply through the WO Recruiting Branch
Similar application content except for DD 368 requirement

Aviator applicants apply through a local community recruiter
Recruiter does most of the work, DD 368 still required



Selection Board

DA Centralized Board Held at USAREC

Board Schedule Posted on Web Site

Comprised of Branch and Warrant Officers

Vote Using “Total Person” Concept

Results Will be Posted on Web Site

Fully Qualified - Selected

Fully Qualified - Nonselect (First Board)

Not Selected - Not Competitive (Second Board)

Applicants may immediately re-apply if not selected

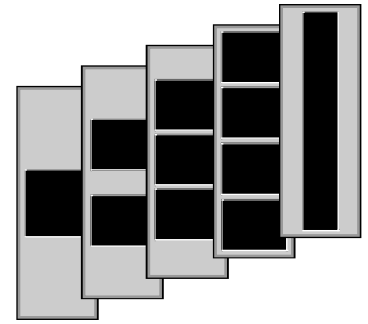


U.S. Army Recruiting Command

www.usarec.army.mil/warra

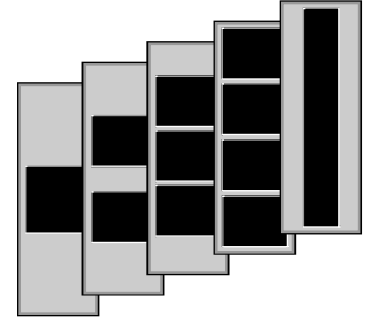


Final Notes



- ✓ Packet deadline is 1st of month prior to board
Should be sooner if waivers are requested
- ✓ We encourage contact – email, call, or fax
 - ✓ Verify your application status on line!
- ✓ Aviation Applicants - **studying for AFAST highly recommended**





Questions?



U.S. Army Recruiting Command

www.usarec.army.mil/warrior